



NASA Langley Research Center Equal Opportunity and Non-Discrimination Policy Statement

It is the policy of NASA Langley Research Center to ensure that equal employment opportunity is afforded to all employees and applicants for employment regardless of their race, color, religion, sex, age, national origin, disability (physical or mental), and without fear of retaliation. This includes the advancement of equal employment opportunity activities, affirmative employment activities, and nondiscrimination efforts with respect to terms, conditions, and privileges of employment. We must also make certain that equal employment opportunity is afforded to all employees and applicants for employment with respect to policies and practices affecting recruitment, hiring, promotion, demotion, transfers, reclassification, selection for training, compensation, benefits, Center-sponsored programs and any other aspect of employment.

Further, we are committed to providing qualified individuals with disabilities and disabled veterans an equal opportunity to participate in and receive the benefits, services, programs and activities of NASA Langley Research Center, and to provide such persons reasonable accommodations and facility modifications, as are necessary, for their full participation in NASA activities.

I strongly support full and meaningful implementation of Equal Employment Opportunity (EEO) policies and objectives that will enhance the quality of our work life and the productivity of our workforce. I take great pride in our ability to enhance and promote the free exchange of ideas in an environment that celebrates the dignity, worth and contributions of all ethnic and cultural backgrounds. Our common goal is to ensure our work environment is free of unlawful discrimination and enable individuals to reach their greatest potential.

If you feel you have been subjected to unlawful discrimination based on race, color, religion, sex, age, national origin, disability (physical or mental), or feel you have been subjected to retaliation, you have 45 days from the date of the alleged discriminatory act to contact the EEO Counselor in the Office of Equal Opportunity Programs (OEOP) at 757-864-9321, to initiate an informal complaint.

The continued success of the EEO program depends considerably on the support and positive direction given by managers and supervisors. We all lead by example, and I charge all employees to set the right kind of example in this critical area.

A handwritten signature in cursive script, appearing to read "L. B. Roe".

Lesa B. Roe, Director

10/18/05

Date